

# THE **campus backbone**

CPSU - CSU Branch



Members' bargaining report 4

7 August 2009

## Your CPSU Bargaining Team update

Your CPSU bargaining team met with the University on 30 and 31 July 2009. They were positive meetings with much discussion on a number of our claims.

### LEAVE

We presented our Leave clause and the University presented its position in response.

The University indicated that it would agree to broadening the definition of 'family'.

It also stated its preference for the 17.5% p.a. leave-loading, the Bank Holiday (1 day) and the Easter and Christmas Concession Days (total 1 day) to be converted to 6 extra days of leave- 3 days to cover the Christmas Closedown and the other 3 added to Sick/Carers' Leave to bring it to 18 days p.a.

**We are seeking members' views on this offer. Please contact Irene Evans at [ievans@csu.edu.au](mailto:ievans@csu.edu.au) to let us know what you think.**

The University also indicated it would agree to our claims for:

- ✓ increased Special/Cultural/Bereavement Leave) to 10 days per year, and
- ✓ improvements to Defence/Emergency Service Leave

We also have a claim in to allow you to purchase extra Annual Leave. The University wasn't keen on the idea but added that it was open to the use of Leave Without Pay to achieve the same result. They also said they wanted to deal with our claim for Long Service Leave at half-pay in the same way. The University proposed to make periods of leave without pay of less than 2 months count as continuous service so there would be no disadvantage involved.

The proposed Government parental and maternity leave will be considered as additional to what CSU offers now. Details of the scheme will emerge in the coming months.

### CLASSIFICATION

The University responded to our **reclassification clause** and stated that it disagreed with an Appeals Committee. It suggested instead that it would agree to equal numbers (2 spots) on the Reclassification Committee being Union nominees, and argued that this would mean that procedural fairness was ensured at the initial stage and that therefore there was less need for an Appeals Committee.

## NEXT MEETING

We meet again on Thursday & Friday 20 & 21 August. We will be discussing Broadbanding, Performance Management, Disputes, Managing Change, Casual Employment, Hours of work.

Negotiations are proceeding, but there are signs that Academic Workloads is a sticking-point between the University and the academics' union.

### What can you do to get the best outcome for staff?

- ✓ **Talk to colleagues & friends at work about our ACHIEVEMENTS in bargaining and get them to join the *General Staff Union*.**
- ✓ **Become a work place contact or join the CPSU Campaign Team (contact Irene Evans on 84702 or [ievans@csu.edu.au](mailto:ievans@csu.edu.au)).**
- ✓ **Please print this bulletin and put it up in your tea room.**
- ✓ **Would you like your union to hold a meeting in your work area? If so, please contact Peter Brady, your General Staff Organiser 0407 498 588**

## Your General Staff Campaign Team

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